

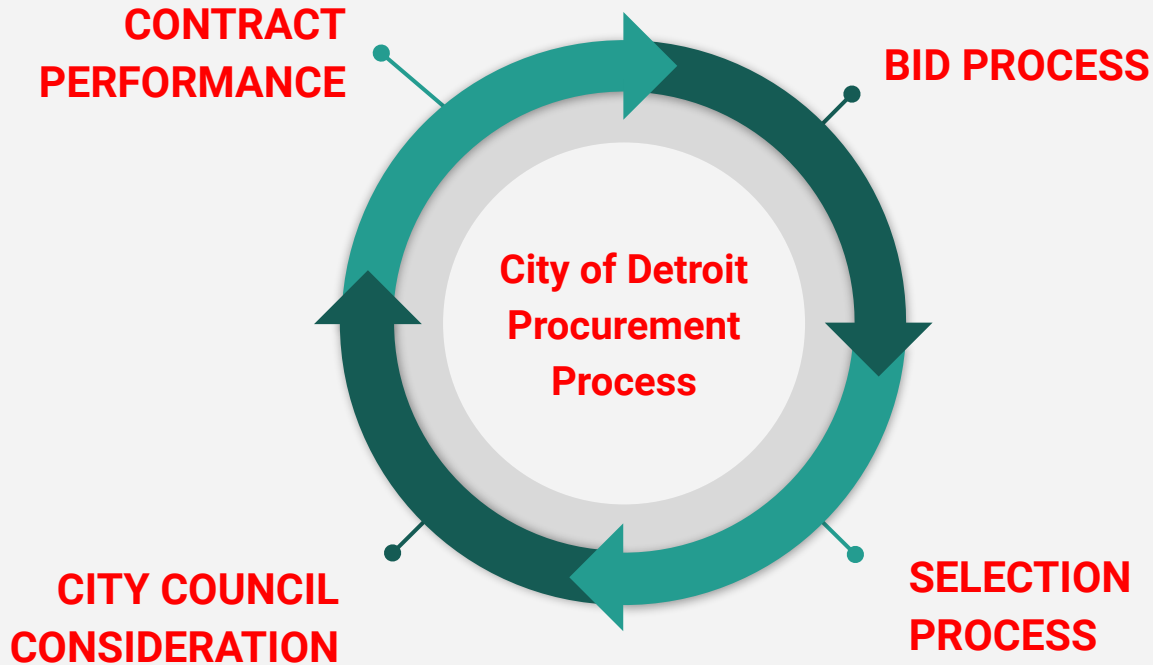


INCLUSION EQUITY TRANSPARENCY OPPORTUNITY ACCOUNTABILITY

#INVESTINDETROIT

COUNCIL PRESIDENT BRENDA JONES,
SPONSORING COUNCIL MEMBER

CITY OF DETROIT PROCUREMENT AMENDMENTS



INCLUSION

Proposed changes to the the City of Detroit **Bid Process** will create inclusion and improve Detroit resident and Detroit business access to contract opportunities.

Bld Notification

What are City Bids?

City bids are when a business presents a price for the business to perform services or provide goods for city operations.

Example of City Bids:

Demolition
Housing Rehab
Snow Removal
Tree Cutting
Uniforms
Legal Service

Proposed Changes to the City of Detroit Bid Process:

- **Mandatory** outreach to Detroit businesses prior to bidding a city service to inform them on:
 - How to Bid
 - How to get contract credits
 - How to get help with hiring Detroit employees
 - How to get help with building business capacity
- **Bid Notification** improvements:
 - Notification of all bids to all City residents registered in the City -wide digital database.
 - Posting on City social media, website and tv channels

WORKFORCE REPORTING

COMPANIES BIDDING ON CITY CONTRACTS

WILL BE REQUIRED TO SUBMIT
WORKFORCE NUMBERS PER
CONTRACT:

1. NUMBER OF EMPLOYEES
2. NUMBER OF DETROIT
EMPLOYEES

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EQUITY

Proposed changes to the the City of Detroit **Selection Process** will guarantee equity and increase *Detroit Resident Businesses, Detroit Headquartered Businesses, Joint Ventures, Workforce Investment Businesses and Workforce Development Businesses* chances to win city contracts.

Equalization Credits

What are Equalization Credits?

Equalization credits are points awarded to businesses that may have higher contract cost due to various factors.

Proposed New and Improved Credits:

Detroit Resident Business
Detroit Headquartered Business
Joint Venture
Workforce Development Business
Workforce Investment Business

DETROIT

**A BUSINESS WITH A
51% DETROIT
RESIDENT
WORKFORCE**

RESIDENT

**BUSINESSES
CLASSIFIED AS A
DETROIT RESIDENT
BUSINESS WILL
RECEIVE A 6%
EQUALIZATION
CREDIT**

BUSINESS

**UPDATES TO THIS
CREDIT ALLOWS FOR
BUSINESSES
EMPLOYING DETROIT
RESIDENTS TO HAVE A
GREATER CHANCE AT
WINNING DETROIT
CONTRACTS TO KEEP
DETROITERS EMPLOYED
AND MAKING MONEY!**

DETROIT

**A BUSINESS WITH A
30% DETROIT
RESIDENT
WORKFORCE, A
LOCATION OWNED IN
THE CITY OF DETROIT
& CEO WORKING IN
THE CITY OF DETROIT**

Headquartered

**BUSINESSES
CLASSIFIED AS
DETROIT
HEADQUARTERED
BUSINESSES WILL
RECEIVE A 6%
EQUALIZATION
CREDIT**

BUSINESS

**UPDATES TO THIS CREDIT
ALLOWS FOR BUSINESSES
EMPLOYING DETROIT
RESIDENTS, PAYING DETROIT
PROPERTY TAXES AND HIGH
INSURANCE COSTS TO HAVE
A GREATER CHANCE AT
WINNING DETROIT
CONTRACTS TO KEEP
DETROITERS EMPLOYED AND
TO KEEP DETROIT
BUSINESSES OPEN AND
EXPANDING!**

JOINT

**A PARTNERSHIP WITH
A DETROIT RESIDENT
BUSINESS, DETROIT
HEADQUARTERED
BUSINESS OR DETROIT
MINORITY BUSINESS
RECEIVING 51% OF THE
WORK AND MONEY ON
THE CONTRACT**

VENTURE

**BIDS CLASSIFIED AS
JOINT VENTURE WILL
RECEIVE A 6%
EQUALIZATION
CREDIT**

BID

**UPDATES TO THIS
CREDIT ALLOWS FOR
BUSINESSES INVESTING
IN AND MENTORING
DETROIT AND MINORITY
BUSINESSES TO ACCESS
CONTINUOUS
OPPORTUNITIES FOR
THOSE PARTNERSHIPS
THROUGH BUSINESS
OPPORTUNITIES**

WORKFORCE

**A CONSTRUCTION
COMPANY WITH A
DEPARTMENT OF
LABOR APPROVED
APPRENTICESHIP
PROGRAM**

DEVELOPMENT

**BUSINESSES
CLASSIFIED AS A
WORKFORCE
DEVELOPMENT
BUSINESS WILL
RECEIVE A 5%
EQUALIZATION
CREDIT**

BUSINESS

**UPDATES TO THIS
CREDIT ALLOWS
FOR BUSINESSES
INVESTING IN THEIR
WORKFORCE WITH
TRAINING
PROGRAMS ARE
PRIORITY ON CITY
CONTRACTS**

WORKFORCE

**A CONSTRUCTION
COMPANY PAYING
WORKERS
COMPENSATION
AND PENSION
BENEFITS**

INVESTMENT

**BUSINESSES
CLASSIFIED AS A
WORKFORCE
INVESTMENT
BUSINESS WILL
RECEIVE A 5%
EQUALIZATION
CREDIT**

BUSINESS

**UPDATES TO THIS
CREDIT ALLOWS
FOR BUSINESSES
INVESTING IN THEIR
WORKFORCE WITH
QUALITY OF LIFE
BENEFITS ARE
PRIORITY ON CITY
CONTRACTS**

TRANSPARENCY

Proposed changes to the the City of Detroit **CITY COUNCIL
CONSIDERATION PROCESS** will protect transparency and
guarantee the City Council has all information necessary to consider
approval of the contract.

CLEARANCES

EMPLOYEE

**DETROITERS DESERVE TO COLLECT
THEIR TAX DOLLARS!**

INCOME

**CONTRACTORS WILL BE REQUIRED TO SUBMIT EMPLOYEE
INFORMATION TO THE TREASURY DIVISION FOR INCOME
TAX COLLECTION**

CLEARANCE

**NO CONTRACTS APPROVED PRIOR TO
THE CLEARANCE**

CORPORATE

**DETROITERS DESERVE TO PROTECT THEIR
TAX DOLLARS SPENT ON CONSTRUCTION!**

ACCOUNTABILITY

**CONTRACTORS WILL BE REQUIRED TO SUBMIT PROOF
THAT THEY HAVE ALL LICENSES , NO SUSPENSIONS WITHIN
THE PAST 5 YEARS, AND NO LABOR LAW VIOLATIONS**

CLEARANCE

**NO CONTRACTS APPROVED PRIOR TO
THE CLEARANCE**

WORKPLACE

**DETROITERS DESERVE TO PROTECT THEIR
TAX DOLLARS SPENT ON CONSTRUCTION!**

SAFETY

**CONTRACTORS WILL BE REQUIRED TO SUBMIT PROOF
THAT ALL WORKERS HAVE BEEN PROPERLY TRAINED TO
PREVENT ENVIRONMENTAL HAZARDS**

CLEARANCE

**NO CONTRACTS APPROVED PRIOR TO
THE CLEARANCE**

TARGET OUTREACH REPORT

All contracts awarded to non-Detroit Businesses will be required to be submitted with an outreach report detailing:

1. All Detroit Businesses contacted that provide the services.
2. Description of how those businesses were notified.
3. Summary of outreach efforts.
4. Explanation of why a Detroit business was not selected.

OPPORTUNITY

Proposed changes to the the City of Detroit **Contracting Process**
will create opportunity and increase Detroit resident access to
employment opportunities on City of Detroit contracts funded with City
dollars

HIRING PLAN

Workforce Requirements

Threshold: \$100,000

Term: At Least One Year

- **Non-Professional Services**

- Services that do not require any special licenses or certifications
- Must have a **51% Detroit** Resident Workforce

- **Professional Services**

- Services that require any special licenses or certifications
- Must have a **30% Detroit** Resident Workforce

Workforce Requirements

Threshold: \$100,000

Term: At Least One Year

- **Construction Services**
 - Construction contracts
 - Must have a **30 % Detroit** Resident Workforce

- **Legal Services**
 - Legal contracts
 - Must have a **30% Detroit** Resident Workforce

Hiring Plan

Contractors not meeting workforce requirements must submit a hiring plan prior to receiving a notice to proceed.

Hiring Plan Requirements

1. Attend procurement outreach meetings.
2. Use a City employment agency to develop a working staffing plan to actively recruit Detroit-residents for employment from colleges located in the City of Detroit.
3. Maintain a partnership with the Detroit Public School Community District
4. Post all job openings on the Detroit at Work website.
5. Advertise all job openings pursuant to the notification requirements set forth in the Community Outreach Ordinance.
6. Notify the Human Rights Department prior to initiating the hiring process.

ACCOUNTABILITY

Proposed changes to the the City of Detroit **Selection Process** will create opportunity and increase *Detroit Resident Businesses, Detroit Headquartered Businesses, Joint Ventures, Workforce Investment Businesses and Workforce Development Businesses* chances to win city contract.

WORKFORCE COMPLIANCE EVALUATION

RECRUITMENT REPORT

Thirty days prior to the contract ending, contractors in a hiring plan will be required to submit a recruitment report.

RECRUITMENT REPORT

**How many
Detroiters
were
interviewed?**



**How many
Detroiters
were hired?**



**Why were
they not
hired?**



HIRING PLAN EVALUATION

Thirty days prior to the contract ending, in addition to the submission of a recruitment report, contractors will be required to have a hiring plan evaluation.

WORKFORCE COMPLIANCE STATUS

WORKFORCE COMPLIANCE

Contractors that have successfully reached their workforce targets will be classified as a *WORKFORCE COMPLIANT CONTRACTOR.*

WORKFORCE COMPLIANCE

Contractors that DO NOT reach their workforce targets will be classified as a WORKFORCE NON-COMPLIANT CONTRACTOR.

Exemptions

Contractors will be exempt from being classified as “Workforce Non-Compliant” if:

- 1. The Contractor has complied with at least 4 of the hiring plan requirements.**
- 2. Hired Detroiters have moved out of the City of Detroit resulting in a failure to meet threshold.**
- 3. For construction contractors: have hired at least 5 apprentices or partnered with various organizations that have hired at least 5 apprentices over the term of the contract.**

WORKFORCE TRANSPARENCY

Transparency

- 1. All contractors enrolled in a hiring plan as well as all contractors' workforce compliance status will be posted on the City of Detroit website and provided to the Office of Contracting and Procurement.**
- 2. All future contracts will be submitted to the Detroit City Council with the contractor's workforce compliance status.**